



## 2014 Employer Survey Results: Region 5

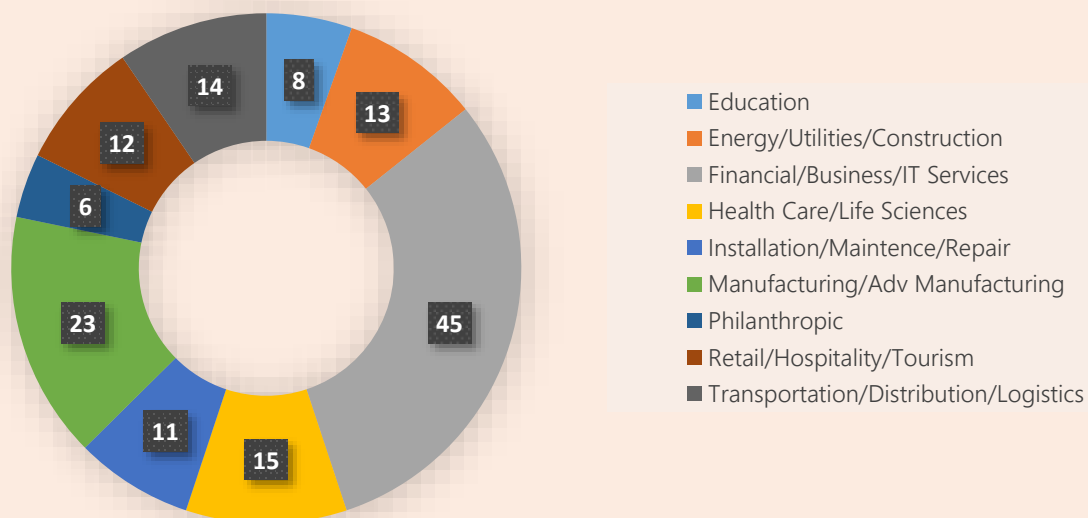
148 Respondents: 81% For-Profit, 4% Government, 15% Not For Profit

59% >100 employees

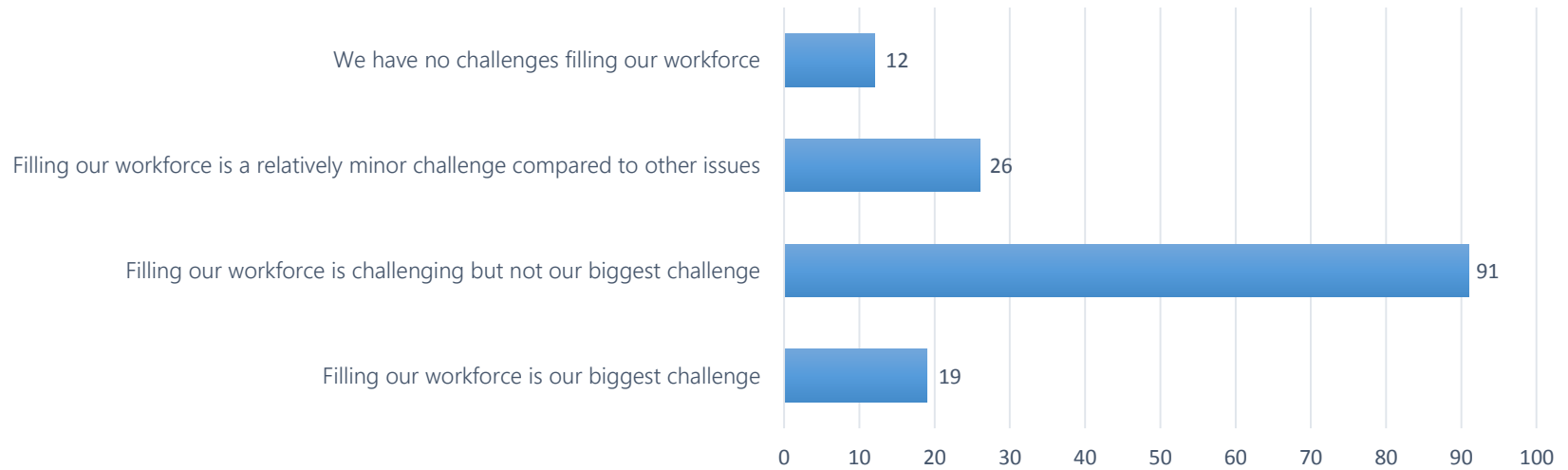
25% 100-499 employees

16% 500+ employees

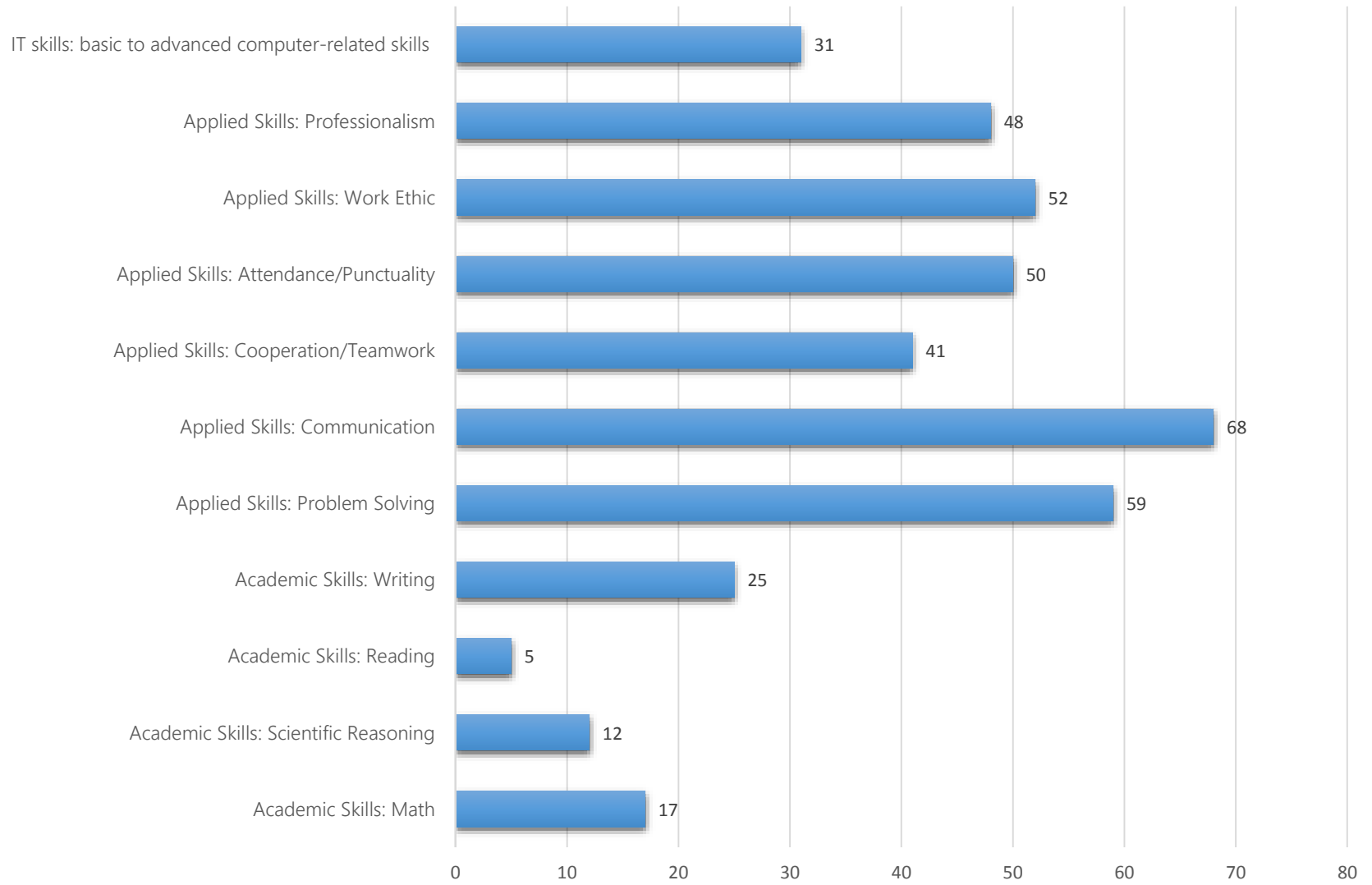
### Distribution of Respondents by Sector



**Relative to other issues your company faces, please rate the challenge of fulfilling your workforce**



## Which of the following skills are the most challenging to find among your job applicants and new hires (choose all that apply)



In the past year has your company left any job(s) unfilled due to under-qualified applicants?

36% - Yes

What is the skill level necessary for employees to fill these jobs?

High Skills – 37%

Middle Skills – 41%

Low Skills – 22%

In the past five years what types of jobs have you left unfilled due to underqualified applicants?

Facility Manager

Aircraft Technician

Engineers, hydro-geologists, administrative assistants,  
executive managers, proposal coordinators

Automotive technicians, automotive service  
writers/managers

Automotive technicians, body shop technicians

Development/fundraising

Sales and Marketing

Environmental Technician

Construction Scheduler, Mechanical Engineer, Carpenter,  
Concrete Finisher

Project Estimating

Sales and product application positions

Sales positions and executive

Skilled trades, entry level

Software Engineering

Operations Manager, Staff Accountant, Assistant  
Controller.

CARPENTRY, CDL TRUCK DRIVERS, PLASTERS

RN, Directors of Nursing, Medical Billing, Nurse  
Supervisors, Sales/Marketing

Entry Level Distribution and Distribution Lead positions

Sales, management, industry specific roles

Mortgage Originator

Marketing, nursing, home health aide

Technicians, QC, ISO managers, maintenance jobs, skilled machine operators (CNC)

Entry level - Material Handler & Processing

Consultants, sales

Department managers

Digital marketing and web technology roles

Administrative

Outside Sales

Sales and Business Development

Licensed Mortgage Loan Officers

Skilled field laborers with experience in concrete and masonry restoration

Truck drivers

Licensed plumbers and experienced HVAC tech

Podiatrist (DPO)

Machinists, welders, CAD/CAM Programmers

IT Professionals

Actuarial Analyst, Java programmer

Drafter/Engineer & Lead Finisher

Consultants

Sales

Sales

Paralegal; secretary; legal associate.

Certified Mig Welder, Electrostatic Wet Coat Painter

Highly technical positions

Customer Service, Sales Rep

Process Control Instrumentation technician

Management

In the next 12 to 24 months, do you expect the size of your workforce to?

Increase – 66%

Stay About the Same – 31%

Decrease – 3%

Is your company or organization familiar with your region's Works Council?

No – 70%

Yes – 30%

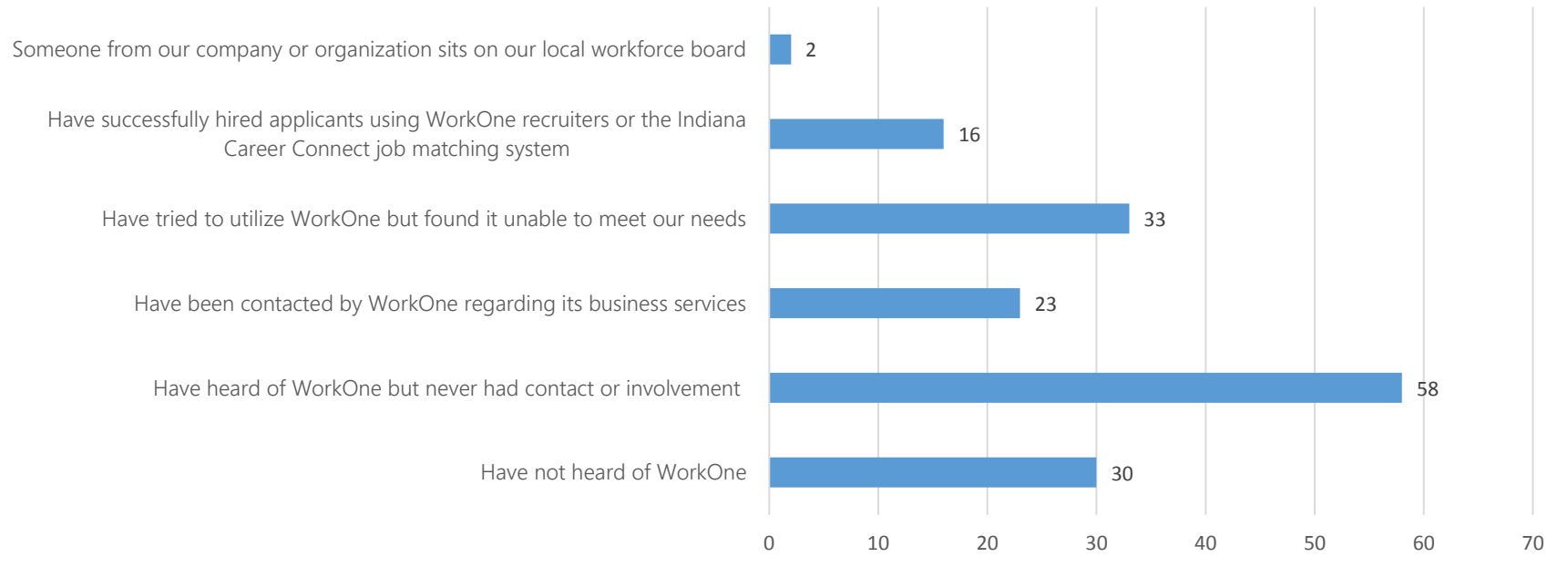
(Of 30% "Yes" Respondents) Is your region's Works Council engaging in activities that will help you meet your workforce needs?

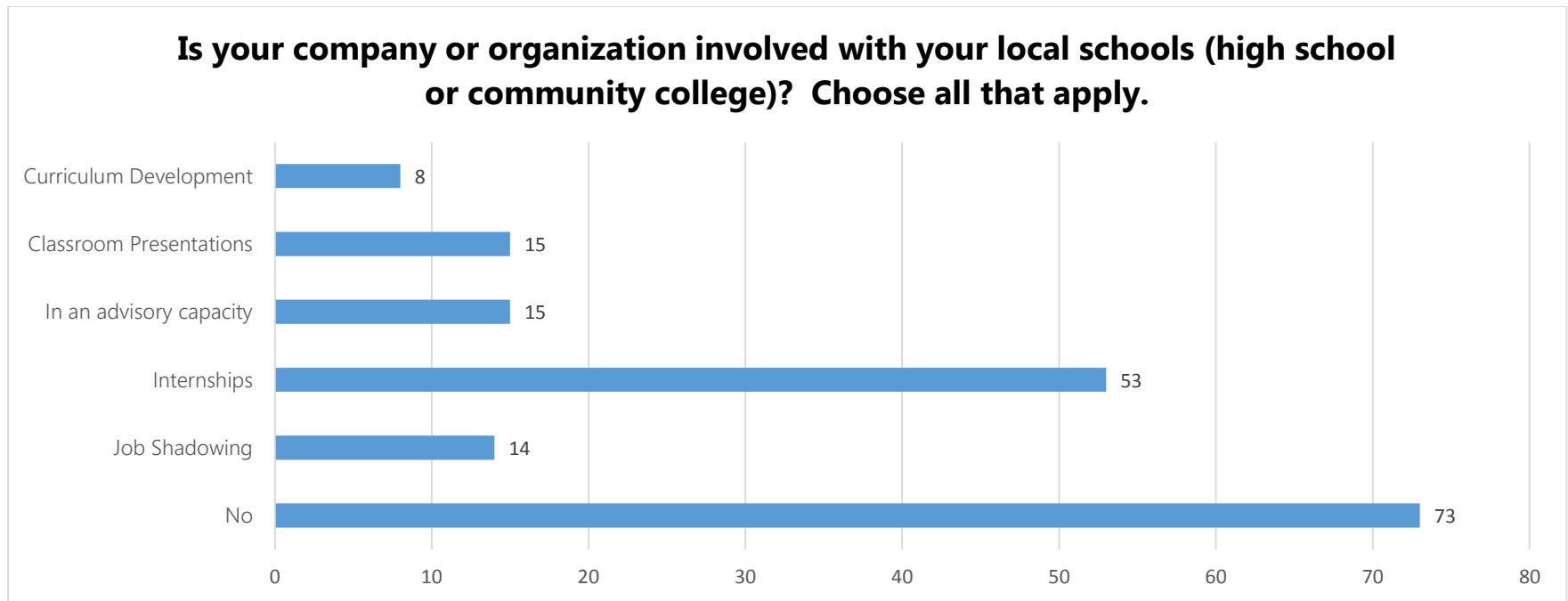
Yes – 30%

No – 9%

Not Sure – 61%

**Describe the level of involvement your company or organization has had with the public workforce system, WorkOne (choose all that apply)**





Should businesses be more involved in reviewing high school diploma and college degree requirements?

No – 31%

Yes – 69%

Should employers be more involved in the design of career and technical education (CTE) programs?

No – 8%



Yes – 92%

Do you use WorkKeys or other assessments in your hiring process?

Yes (WorkKeys) – 1%

No – 92%

Other – 7%

The state is considering the re-establishment of a "Work Ethic Certificate" to be issued by high schools based on a student's demonstrated commitment to attendance, discipline, team work and other "soft skills." Would your company value such a credential in the hiring process?

Yes, we definitely would – 40%

Probably, but would like to learn more – 44%

Probably not – 16%

If there was a common high school or college transcript, would this be beneficial to you?

Yes – 18%

No – 82%

How much do you spend annually on in-house or contracted training for your current employees?

104 respondents (of 148)

Average: \$37,523

Sum: \$1,576,000

Do you have a tuition assistance or tuition reimbursement program?

No – 50%

Yes – 50%

How often are your tuition assistance programs used by employees?

Frequently – 31%

Seldom – 65%

Never – 4%